

# House Study Bill 612

SENATE/HOUSE FILE \_\_\_\_\_  
BY (PROPOSED DEPARTMENT OF  
WORKFORCE DEVELOPMENT  
BILL)

Passed Senate, Date \_\_\_\_\_ Passed House, Date \_\_\_\_\_  
Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_  
Approved \_\_\_\_\_

## A BILL FOR

1 An Act providing an exception to the payday information employers  
2 are required to provide each employee under the Iowa wage  
3 payment collection law.  
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:  
5 TLSB 5398DP 81  
6 kh/gg/14

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1 1 Section 1. Section 91A.6, subsection 4, Code Supplement  
1 2 2005, is amended to read as follows:  
1 3 4. On each regular payday, the employer shall send to each  
1 4 employee by mail or shall provide at the employee's normal  
1 5 place of employment during normal employment hours a statement  
1 6 showing the hours the employee worked, the wages earned by the  
1 7 employee, and deductions made for the employee. However, the  
1 8 employer need not provide information on hours worked for  
1 9 employees who are exempt from overtime under the federal Fair  
1 10 Labor Standards Act, as defined in 29 C.F.R. pt. 541, unless  
1 11 the employer has established a policy or practice of paying  
1 12 exempt employees overtime, a bonus, or a payment based on  
1 13 hours worked, whereupon the employer shall send or otherwise  
1 14 provide a statement to the exempt employees showing the hours  
1 15 the employee worked or the payments made to the employee by  
1 16 the employer, as applicable. An employer who provides each  
1 17 employee access to view an electronic statement of the  
1 18 employee's earnings and provides the employee free and  
1 19 unrestricted access to a printer to print the employee's  
1 20 statement of earnings, if the employee chooses, is in  
1 21 compliance with this subsection.

### 1 22 EXPLANATION

1 23 This bill provides a limited exception to the statement  
1 24 relating to hours worked, wages, and deductions each employer  
1 25 is required to either send to or provide to an employee or  
1 26 otherwise provide on each regular payday. An employer need  
1 27 not, under the bill, provide information on hours worked to  
1 28 exempt employees unless the employer has established a policy  
1 29 or practice of paying these employees overtime, a bonus, or a  
1 30 payment based on hours worked. If the employer has  
1 31 established such a policy or practice, the employer must send  
1 32 or otherwise provide to the employee a statement showing the  
1 33 hours worked by the employee or the payments made to the  
1 34 employee, as applicable.

1 35 LSB 5398DP 81

2 1 kh:rj/gg/14